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ABSTRACT

The purpose of the annotated bibliography is to alert educators to current, readily available documents announced in Research in Education (RIE) which pertain to attitudes toward work. Of the 197 documents retrieved from a computer search based on the inclusion of Employee Attitudes, Job Satisfaction, or Work Attitudes as one of the major terms from the documents's descriptor-list, 45 were selected as being most relevant to the designated topic. The bibliography is arranged with the most recent date and includes only hose selected documents published in 1970, 1971, or 1972. Each citation provides the same information as is provided by RIE. All documents listed are available in microfiche or hard copy form from the ERIC Document Reproduction Service. (AG)

ED 083478

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ATTITUDES TOWARD WORK:

A Bibliography of ERIC Documents

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AND TECHNICAL EDUCATION

CE000 576

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Recognition is due Paul E. Schroeder, Specialist, the ERIC Clearinghouse, for his effort in coordinating the compilation of this bibliography. Recognition is also due Gordon F. Law, Rutgers--The State University; and Donald Rathbun, American Vocational Association; for their critical review of the bibliography prior to final revision and publication.

Robert E. Taylor
Director
ERIC Clearinghouse on Vocational
and Technical Education

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ED 083478

ATTITUDES TOWARD WORK

A Bibliography of ERIC Documents

compiled by

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August, 1973

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INTRODUCTION

The current attention being paid to ATTITUDES TOWARD WORK, evidenced by numerous magazine, journal, and newspaper articles, television and radio commentaries, and government and industry sponsored studies, emphasizes the need for educators to be aware of the literature in education and related fields dealing with the topic.

This bibliography of documents announced in Research in Education (RIE), the monthly index of the Educational Resources Information Center (ERIC) system, was prepared as one means of alerting educators to literature discussing attitudes toward work.

The bibliography was created by searching for documents announced in RIE, whose ERIC-descriptor listing had one or more major terms from the ERIC-descriptors list below.

ERIC DESCRIPTORS USED FOR SEARCH

Employee Attitudes
Job Satisfaction
Work Attitudes

A total of 197 documents in the ERIC collection fit the search strategy. From this number, 45 documents, all available in microfiche (MF) form from the ERIC Document Reproduction Service (EDRS) were selected as being most relevant to and representative of the wide variety of types of literature discussing the topic.

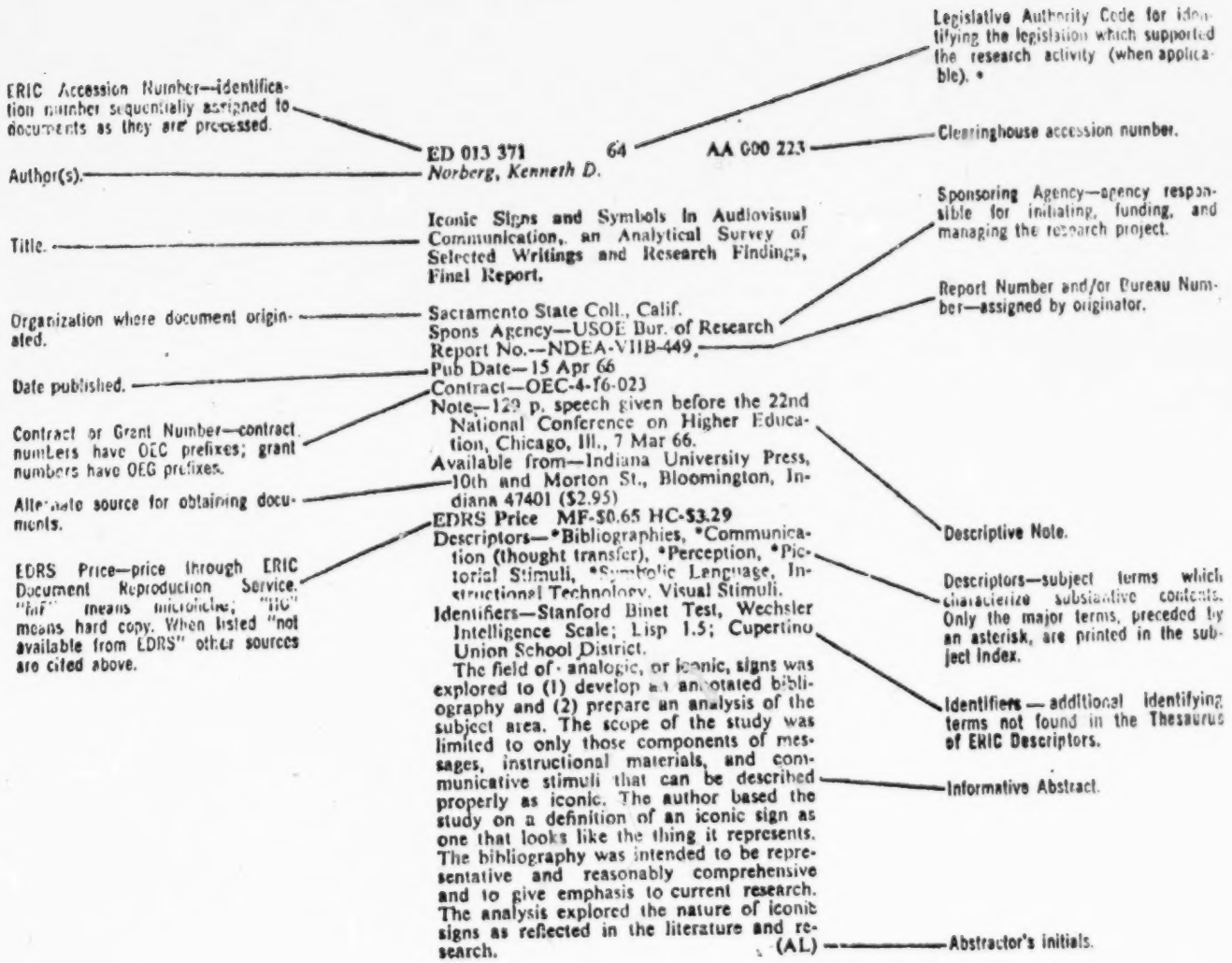
The bibliography is organized according to dates of publication, the latest publication date being listed first in each section. The bibliography is limited to those documents having publication dates in the years 1970, 1971, or 1972.

The listing for each selected document follows the format of all ERIC citations (see sample citation for description of information presented in each citation).

All documents listed in the bibliography may be obtained in microfiche (MF) at $0.65 per title, or in hardcopy (HC) form at the prices listed from the ERIC Document Reproduction Service (see ordering instructions for complete details).

* * *

*Note should be made by the reader that this bibliography, in terms of the ERIC data base, is not complete or comprehensive since the citations listed were selected for relevance to the topic from the total number of documents fitting the search strategy. Note should also be made, however, that the purpose of this bibliography is to alert educators to current (published since 1970) and readily available (microfiche through the ERIC Document Reproduction Service) documents announced only in the ERIC publication Research in Education (RIE).


ERIC Accession Number—identification number sequentially assigned to documents as they are processed.
ED 013 371
64
AA 000 223
Legislative Authority Code for identifying the legislation which supported the research activity (when applicable).
Clearinghouse accession number.
Author(s).
Norberg, Kenneth D.
Title.
Iconic Signs and Symbols in Audiovisual Communication, an Analytical Survey of Selected Writings and Research Findings, Final Report.
Sponsoring Agency—agency responsible for initiating, funding, and managing the research project.
Organization where document originated.
Sacramento State Coll., Calif.
Spons Agency—USOE Bur. of Research
Report No.—NDEA-VIIB-449
Report Number and/or Bureau Number—assigned by originator.
Date published.
Pub Date—15 Apr 66
Contract—OEC-4-f6-023
Contract or Grant Number—contract numbers have OEC prefixes; grant numbers have OEG prefixes.
Note—129 p. speech given before the 22nd National Conference on Higher Education, Chicago, Ill., 7 Mar 66.
Descriptive Note.
Alternate source for obtaining documents.
Available from—Indiana University Press, 10th and Morton St., Bloomington, Indiana 47401 ($2.95)
EDRS Price—price through ERIC Document Reproduction Service. "MF" means microfiche; "HC" means hard copy. When listed "not available from EDRS" other sources are cited above.
EDRS Price MF-$0.65 HC-$3.29
Descriptors—*Bibliographies, *Communication (thought transfer), *Perception, *Pictorial Stimuli, *Symbolic Language, Instructional Technology, Visual Stimuli.
Descriptors—subject terms which characterize substantive contents. Only the major terms, preceded by an asterisk, are printed in the subject index.
Identifiers—Stanford Binet Test, Wechsler Intelligence Scale; Lisp 1.5; Cupertino Union School District.
Identifiers — additional identifying terms not found in the Thesaurus of ERIC Descriptors.
The field of analogic, or iconic, signs was explored to (1) develop an annotated bibliography and (2) prepare an analysis of the subject area. The scope of the study was limited to only those components of messages, instructional materials, and communicative stimuli that can be described properly as iconic. The author based the study on a definition of an iconic sign as one that looks like the thing it represents. The bibliography was intended to be representative and reasonably comprehensive and to give emphasis to current research. The analysis explored the nature of iconic signs as reflected in the literature and research.
Informative Abstract.
(AL)
Abstractor's initials.

Example of RIE Citation

DOCUMENTS AVAILABLE FROM EDRS

1972 Publication Dates

ED070738 SP005435

WORK IN AMERICA. REPORT OF A SPECIAL TASK FORCE TO THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE.

O'Toole, James; And Others

Department of Health, Education, and Welfare, Washington, D.C. Special Task Force on Work in America.

Pub Date Dec 72 Note-228p.

EDRS Price MF-$0.65 HC-$9.87

Descriptors-Bibliographies/ Design Needs/ *Job Satisfaction/ Manpower Utilization/ Retraining/ *Social Problems/ Values/ *Work Attitudes/ *Work Environment/ Work Life Expectancy/ *Work Simplification

Identifiers-*Quality of Life

The report analyzes health, education, and welfare problems from the perspective of work which plays a powerful role in the psychological, social, and economic aspects determining for many the quality of life. Work problems create repercussions in other parts of the social system. Documentary evidence on which the report is based consists of literature on work reviewed by the ten members of the Task Force, interviews with blue and white collar workers, and fifty papers prepared by specialists. Six chapters examine and discuss: 1) the functions of work, noting that many adults not only lack the opportunity to work but are generally dissatisfied with jobs which fail to keep pace with changes in worker attitudes, aspirations, and values; 2) the effects of work problems of discontented workers who feel their work is not challenging; 3) the physical and mental health costs of jobs; 4) the keystone of the report which is the redesign of work to allow workers to participate in decision making processes affecting their lives; 5) worker self-renewal programs which allow for additional education and training; and 6) the Federal policy in relation to the creation of jobs, manpower, and welfare. Although the report does not contain a summary list of recommendations, there are implied recommendations. (SJM)

ED069960 AC014007

THE EFFECT OF ORGANIZATIONAL ENVIRONMENT ON PERCEIVED POWER AND CLIMATE: A LABORATORY STUDY.

Dieterly, Duncan L.; Schneider, Benjamin

Maryland Univ., College Park. Dept. of Psychology.

Spons Agency-Office of Naval Research, Washington, D.C. Personnel and Training Research Programs Office.

Report No.-MU-DE-RR-1

Pub Date Oct 72 Note-48p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Analysis of Variance/ Behavioral Science Research/ College Students/ *Decision Making/ *Individual Power/ *Job Satisfaction/ Laboratory Experiments/ *Organizational Climate/ *Participation/ Psychological Tests/ Research Methodology/ Research Reviews (Publications)/ Self Concept/ White Collar Occupations

Behavior in organizations was conceptualized to be based on self-perceived power and perceived organizational climate. Power and climate perceptions were investigated as a function of three dimensions of organizational environment. The 2 x 2 x 3 (level of participation, profit or service orientation, and position level, respectively) design (N = 120) was carried out in a laboratory setting. Five dimensions of power and 4 dimensions of climate were assessed as dependent variables. Climate and power perceptions were not strongly related to each other. Level of participation is the main contributor to self-perceived power both as a main effect and in interaction with profit/service orientation and position level. Profit/service orientation is the main contributor to climate perceptions, generally in interaction with one or the other of the environmental variables but also as a main effect. Two strong findings were that participative decision making seems to result in decreased self-perceived power for occupants of higher positions and that a service orientation combined with participative decision making leads to positive climate perceptions. Implications for change toward increased participation in organizations are discussed. (Author)

ED072277 VT018761

JOB SATISFACTION OF OWNER-MANAGERS, HIRED MANAGERS, AND HIRED WORKERS AS RELATED TO FARM, SOCIAL, AND JOB CHARACTERISTICS.

Wilkening, E. A.; Rodefeld, Richard D.

Pub Date 25 Aug 72 Note-25p.; Presentation at the annual meeting of the Rural Sociological Society (Baton Rouge, Louisiana, August 25-27, 1972)

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Agricultural Personnel/ *Farm Management/ *Farm Occupations/ *Job Satisfaction/ Occupational Aspiration/ Self Actualization/ Status Need/ *Work Attitudes/ Work Environment

Changes in the structure of agriculture are affecting farm job characteristics and job satisfaction as compared with other occupations. Job satisfaction of persons occupying different positions on incorporated farms in Wisconsin was studied to determine the effects of the farm variables on the individuals. A high degree of job satisfaction was found for the three occupational groups studied, although hired workers showed a lower level of satisfaction than owner-managers and hired managers. Job satisfaction was found to be influenced as much or more by goals and attainments outside the occupational area as by the work situation. Satisfaction of the hired workers and managers was affected more by variables than that of the owner-manager. Measures of job satisfaction in two dimensions, the self-fulfilling aspects of the job and the relationships within and control of the work, are detailed in narrative and tables. (MF)

ED070813 VT017651
RELATIONSHIPS AMONG SELECTED OCCUPATIONAL EXPERIENCE PROGRAMS IN SECONDARY SCHOOLS--A MINI-GRANT RESEARCH PROJECT PRESENTED TO THE TENNESSEE RESEARCH COORDINATING UNIT: 1972-1973.
Todd, John D.
Tennessee Occupational Research and Development Coordinating Unit, Knoxville.
Spons Agency-Tennessee State Dept. of Education, Nashville. Div. of Vocational-Technical Education.; Tennessee Univ., Knoxville. Coll. of Education.
Report No.-TRCU-Res-Ser-22
Pub Date Aug 72 Note-23p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Academic Achievement/ *Attendance Patterns/ Educational Research/ High School Students/ *Job Satisfaction/ *Student Attitudes/ *Vocational Education/ Work Attitudes
This study was conducted to determine whether high school vocational students who participate in different patterns of occupational experience exhibit differences in job satisfaction, school attendance, school achievement, and attitude toward preparation for work. Data were collected from school records and by administering Hoppock's Job Satisfaction Blank, an attitudinal inventory, and questionnaire to a stratified random sample of 250 students representing five vocational fields. Students who had received different occupational experiences did not differ significantly in relation to school achievement and attendance, job satisfaction, and attitude toward preparation for work. Differences did exist with attitudinal statements that dealt primarily with relevancy of courses toward preparing for employment and occupational choices. Students who resided in large metropolitan areas had a more unfavorable attitude toward preparation for work than those who lived in smaller communities, and students enrolled in their first year of vocational education did not have as favorable an attitude toward preparation for work as those who had been enrolled for two, three, or four years. (Author/SB)

ED072150 UD013186
RACE, ECONOMIC CLASS, AND JOB-SEEKING BEHAVIOR: AN EXPLORATORY STUDY. ILLINOIS STUDIES OF THE ECONOMICALLY DISADVANTAGED, TECHNICAL REPORT NUMBER 15.
Feldman, Jack
Illinois Univ., Urbana. Dept. of Psychology.
Spons Agency-Social and Rehabilitation Service (DHEW), Washington, D.C.
Report No.-ISED-TR-15
Pub Date May 72 Note-99p.
EDRS Price MF-$0.65 HC-$3.29

Descriptors-Employees/ Expectation/ Group Norms/ *Job Application/ *Job Satisfaction/ Prediction/ *Racial Differences/ Research Methodology/ *Social Differences/ Socioeconomic Status/ Unemployed/ Urban Population/ *Work Attitudes/ Work Environment

Identifiers-Missouri

This study sought to test several hypotheses about race and social-class differences in beliefs, values, and social norms related to jobs and job-seeking behavior. A two to four hour interview was conducted by specially trained black and white male interviewers, who interviewed working-class and unemployed men of their own race. All subjects were paid volunteers, recruited from business or social service agencies in the St. Louis, Missouri metropolitan area. The multi-trait, multimethod validation strategy was employed to evaluate two methods of measuring: (1) the valence (evaluation) of job and job-seeking outcomes and behaviors (previously elicited from similar samples), and (2) the perceived probability of obtaining five direct outcomes of each of five job-seeking behaviors. It was expected that, because of discrimination and lack of work-relevant skills, the black samples (especially the black hardcore unemployed) would see work and the job-seeking environment as essentially unpredictable situations, where effort is not related to reward. This effect was predicted to hold for the white hardcore as well, but to a lesser degree. The white working class was expected to see work and job seeking as highly predictable environments, where effort is strongly related to reward. (Author/JM)

ED067560 CG007353

CAREER AWARENESS/JOB ORIENTATION VIA TAPED TELEVISION PROGRAMS. EXPERIMENTAL STUDY.

Bernabei, Raymond; Case, James

Bucks County Public Schools, Doylestown, Pa.; Nevada Southern Univ., Las Vegas.

Pub Date May 72 Note-43p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Career Planning/ Elementary School Students/ Employment Opportunities/ Evaluation/ Jobs/ Junior High School Students/ *Technical Education/ *Vocational Education/ *Work Attitudes

This paper describes an attempt by the Hazleton, Pennsylvania School District to better utilize its vocational-technical education facilities through attracting more students to this area of educational endeavor. Two programs were provided for the purpose of developing a more positive attitude about work in children, and particularly about selected job areas. A "Job Awareness/Career Awareness" program was set up for elementary students (grades 4, 5, 6) and a "Job Orientation" program (grades 7, 8, 9). A means for carrying out the intention of the Hazleton School District was the use of taped

television presentations about selected job areas at the two levels of job awareness/career awareness and job orientation. An attempt was made to determine the effectiveness of the taped programs in developing more positive attitudes of students toward selected careers. The experimental program was generally evaluated as a success. There was conclusive evidence that the program effected a change in the attitudes of the students. (Author/WS)

ED060424 AC012429

A STUDY OF THE PREDICTIVE ASSOCIATION BETWEEN CONGRUENCY MEASURES BASED ON WORK-EMOTIONALITY THEORY AND THE ACHIEVEMENT AND SATISFACTION IN ADULT INSTRUCTIONAL GROUPS.

Lueder, E. J.

Pub Date Apr 72 Note-20p.; Paper presented at the Adult Education Research Conference (Chicago, Illinois, April 6-9, 1972)

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Adult Students/ Educational Research/ Effective Teaching/ *Emotional Response/ *Group Dynamics/ Instructional Design/ Learning Processes/ Personality Studies/ Small Group Instruction/ *Student Teacher Relationship/ Volunteers/ *Work Attitudes/ Workshops

The rationale, design, and data collection methods of a study of factors that may influence the effectiveness of adult instructional groups that included interaction are discussed. Two aspects to be considered when studying instructional groups are called work and emotionality. The Work-Emotionality Theory is discussed. Six types of emotionality--fight, flight, pairing, dependency, counter-dependency, and counter-pairing--are defined. The four levels of the concept of work are given. Related research is discussed. In the present study, it was hypothesized that there were positive relationships between group relevant aspects of personality in small instructional groups of adults and the learner's learning achievement and satisfaction. Forty volunteer 4-H leaders participated in a two-day workshop. The learners ranged in age from 27 to 57. Data for the study were collected both prior to the workshop from learners and instructors and from the learners at each instructional session during the workshop. Statistical analysis of the data was carried out. The findings did not produce a uniform pattern of associations of sufficient strength to support the hypothesis. The diversity in results from group to group and from instructor to instructor point to the fact that group relevant aspects of personality had a measurable effect. (DB)

ED067492 VTC16696
NEW DIRECTIONS IN THE WORLD OF WORK. A CONFERENCE REPORT.
Price, Charlton R.
Upjohn (W.E.) Inst. for Employment Research, Kalamazoo, Mich.
Pub Date Mar 72 Note-47p.
Available from-W.E. Upjohn Institute for Employment Research, 300 South Westnedge Avenue, Kalamazoo, Michigan 49007 ($.75)
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Blue Collar Occupations/ *Conference Reports/ Individual Development/ Job Development/ *Job Satisfaction/ *Labor Problems/ Occupational Aspiration/ Organizational Change/ Productivity/ *Social Change/ *Vocational Development/ Work Attitudes
Identifiers-Alienation
A 3-day conference conducted by the W.E. Upjohn Institute for Employment Research with the support of the Ford Foundation explored a range of problems that blue collar workers have with their jobs and discussed new directions for industrial work which would decrease worker alienation and "humanize" the quality of work. The 42 conference participants represented management, unions, the Federal Government, universities, magazines, and the Ford Foundation. Some suggested approaches for alleviating job discontent and improving worker attitudes included job enrichment and redesign programs, organizational restructuring, and increasing opportunities for individual development to maximize productivity. Diverse viewpoints and interests are illustrated with quotations from conference discussions. (AG)

ED060217 VT014887
A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER. VOLUME III.
Feldman, Harold
State Univ. of New York, Ithaca. Coll. of Human Ecology at Cornell Univ.
Spons Agency-Manpower Administration (DOL), Washington, D.C.
Pub Date Jan 72. Note-625p.
EDRS Price MF-$0.65 HC-$23.03
Descriptors-Day Care Services/ *Family Problems/ *Family Relationship/ Manpower Utilization/ Mothers/ Social Welfare/ Unemployed/ Vocational Rehabilitation/ *Welfare Recipients/ *Work Attitudes/ *Working Women
Possible programs for helping low-income families rise out of poverty include training women to obtain jobs. This Volume III of the study takes a close look at one small poverty-ridden community in an attempt to provide a better understanding of the problems confronting such families. Several years of close anthropological observation went into this report. The approach and success of women's employment programs will depend on understanding the problems and possibilities. The other volumes are available as VT 014 885-014 886. (CD)

ED060215 VT014885
A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER. VOLUME I, FINDINGS AND IMPLICATIONS.
Feldman, Harold; Feldman, Margaret
State Univ. of New York, Ithaca. Coll. of Human Ecology at Cornell Univ.
Spons Agency-Manpower Administration (DOL), Washington, D.C.
Pub Date Jan 72. Note-[illegible]p.
EDRS Price MF-$0.65 HC-$3.16
Descriptors-Day Care Services/ *Family Problems/ *Family Relationship/ Manpower Utilization/ Mothers/ Social Welfare/ Unemployed/ Vocational Rehabilitation/ *Welfare Recipients/ *Work Attitudes/ *Working Women
Using data from personal interviews, participant observation in a rural poverty area, and intensive case studies, this study compared 1,325 women according to welfare, marital, and employment status. Working mothers in general were found to have a more effective home life and self-concept, but with some marital problems and concerns about their relationships with the children and the care of their homes. The unemployed had more home and health problems and anticipated more problems if they were to work. Recommendations included improved training and day care opportunities. This volume I of the study summarizes findings and implications from the data. Two other volumes are available as VT 014 886-014 887. (DH)

ED058755 EM009555
THE HUMANIZATION OF TECHNICAL MAN.
Wallenstein, Gerd D.
San Jose State Coll., Calif.
Report No.-CSM-1
Pub Date Jan 72 Note-21p.; Cybernetic Systems Monograph 1
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Attitudes/ *Engineers/ *Human Development/ *Humanism/ Scientific Personnel/ *Work Attitudes
As several authors (Charles Reich and Theodore Roczak, for instance) have concluded, a new or counter culture is emerging. It is unlikely, however, that this culture can or will dispense with technology. Instead, its characteristic will be a new form of humanism in which the rational and irrational sides of humanity will be fused into a harmonious whole. Such a fusion poses a challenge to scientists and their platform of rational objectivity. Engineers, by contrast, are mediators between science and humanity. They need to recognize the existence and value of the less rational components now coming into their own through the new culture. Engineers should turn towards humanism both in their professional and personal attitudes. Professionally, they should accept a role as a responsible mediator, work through their organizations to make sure the organization works for the good of society, and obtain a broad rather than overspecialized education. Personally, they should take a broad interest in society, in the creation of art and literature, in history, and in life. (Author/JK)

ED072265 VT018749
WHAT THE OTHER HALF THINKS: THE IMPLICATIONS OF FEMALE PERCEPTIONS FOR WORK DEMANDS.
Praito, Rita; Powers, Edward A.
Iowa State Univ. of Science and Technology, Ames. Industrial Relations Center.
Spons Agency-American Nurses' Foundation, Inc., New York, N.Y.
Report No.-WP-72-07
Pub Date .72. Note-26p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Family Influence/ Family Role/ *Females/ Labor Economics/ Labor Force/ Nurses/ Opinions/ *Perception/ Role Perception / *Work Attitudes/ *Working Women
A sample of single and married registered nurses involved in salary renegotiation disputes in three urban hospitals was used in this investigation. Questionnaires were sent to determine what implications family membership have for the work demands of employed women. Of the 719 questionnaires distributed, 467 were returned and 353 utilized. Findings revealed in this perception-based study include: (1) Both single and married employed women feel husbands either do not care if their wives make more than they do, or are uncertain of the opinions of their husbands, (2) Employed women, especially single, feel there is an economic need for their continued employment, with both married and single women perceiving a greater need for wives to work than they feel husbands do, and (3) Husbands are more likely to feel threatened by a wife's greater income than working wives realize. If the income-relevant behavior of employed females is to be fully understood or predicted, it is essential that data representing much broader segments of the population be obtained. (SN)

ED066612 VT016522
WORK ATTITUDES OF DISADVANTAGED BLACK MEN: A METHODOLOGICAL INQUIRY.
Springer, Philip B.; Anderson, Sydney C.
Bureau of Labor Statistics (DOL), Washington, D.C.
Report No.-BLS-R-401
Pub Date 72 Note-34p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Disadvantaged Groups/ Employment Problems/ Interviews/ *Labor Force Nonparticipants/ *Males/ Manpower Utilization/ *Negro Attitudes/ Negro Employment/ Occupational Aspiration/ Personal Values/ Tables (Data)/ Vocational Development/ *Work Attitudes
Identifiers-*Labor Force Participation
A series of 185 interviews in the San Francisco Bay area, conducted by 15 young black men with college backgrounds, dealt with the employment-related experiences, problems, and attitudes of a random sample of black males who were participants in one of 11 federal and private manpower programs, or were labor force nonparticipants. Comparisons were made among those who had taken jobs and stayed, those

who had left jobs, those labor force nonparticipants who had worked at some time, and those who had never worked. Various attitudes were examined in relation to labor force participation and duration on a job. Discontent with work norms, perceived discrimination, and a preference for hustling (illicit behavior) were related inversely to labor force participation, while the importance of home and family, the drive to get ahead, and some commitment to work values were related directly. Favorable perceptions of the current job showed the strongest relationship to duration on a job. Job "stayers" were more likely to be from the South. Fifty-five tables present the data. A description of the interviewers' interaction with the respondents and suggestions for further research are included. (AG)

ED066186 LI003821

AN INVESTIGATION INTO THE RELATIONSHIP BETWEEN EDUCATION AND JOB SATISFACTION IN AN ON-GOING ORGANIZATION.

Vaughn, William J.; Dunn, J. D.

Spons Agency-North Texas State Univ., Denton.

Pub Date 72 Note-14p.; (0 References); This is the sixth of a series of articles reporting results of the North Texas State University Research Studies in Job Satisfaction

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Education/ Employee Attitudes/ Industrial Relations/ *Job Satisfaction/ Libraries/ *Management/ Measurement Techniques/ *Research/ *University Libraries/ Work Environment

Identifiers-JDI/ Job Descriptive Index/ On Going Organizations

The research on which this paper is based was conducted in a large, modern library which had approximately 107 full-time employees. The sample selected for study consisted of 67 employees, 22 male and 45 female. The original study explored the relationships between six areas of job satisfaction and 55 individual and situational variables defining the work setting of the library. This article isolates the variable of Education in a special analysis which is intended to show whether any connection exists between the independent variable of educational level and the criterion variable of job satisfaction. The findings of this study are inconclusive with regard to the relationship (if any) subsisting between education and job satisfaction. More research is needed to determine whether the equivocacy in the education/satisfaction relationship found in this study is an episodic finding solely or whether it is, in fact, a more universal phenomenon. (Related studies are: LI003816 through 003820.) (Author/NH)

ED066185 LI003820
A STRUCTURAL ANALYSIS OF THE DETERMINANTS OF JOB SATISFACTIONS IN ON-GOING ORGANIZATIONS.
Vaughn, William J.; Dunn, J. D.
Spons Agency-North Texas State Univ., Denton.
Pub Date 72 Note-30p.;(0 References); This is the fifth of a series of articles reporting results of the North Texas State University Research Studies in Job Satisfaction
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Employee Attitudes/ Industrial Relations/ *Job Satisfaction/ Librarians/ Libraries/ *Management/ *Measurement Techniques/ Models/ *Research/ University Libraries/ *Work Environment
Identifiers-JDI/ *Job Descriptive Index/ On Going Organizations
Organizational effectiveness is composed of two concepts: (1) job satisfactions and (2) employee performance. In this paper the concept of job satisfactions is delimited to include five principal areas, viz., work, pay, promotion, people, and supervision. Employee performance is the reciprocal concept. This paper is directed toward the job satisfactions area. This paper explores one facet of the more comprehensive study of Interuniversity Council (IUC) libraries. Its purpose is to compare and contrast two major divisions of the largest of the IUC consortium libraries. The goal is to study the laws relating situations, personal characteristics, and policies to satisfactions and to behavior. The library studied is divided into its two functional halves: (1) Public Services Division and (2) Technical Services Division. It was found that Public Services employees in this library are happier than their counterparts in Technical Services. Each of the five principal areas of job satisfactions are explored for each division of the library. (Related studies are: LI003816 through 003819 and LI003821.) (Author/NH)

ED066184 LI003819
THE EFFECT OF OCCUPATION UPON JOB SATISFACTIONS IN ON-GOING ORGANIZATIONS.
Vaughn, William J.; Dunn, J. D.
Spons Agency-North Texas State Univ., Denton.
Pub Date 72 Note-24p.;(0 References); This is the fourth of a series of articles reporting results of the North Texas State University Research Studies in Job Satisfaction
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Clerical Workers/ Employee Attitudes/ Industrial Relations/ *Job Satisfaction/ Librarians/ Libraries/ Library Technicians/ *Management/ *Measurement Techniques/ *Occupations/ *Research/ Surveys/ University Libraries/ Work Environment
Identifiers-JDI/ Job Descriptive Index/ On Going Organizations

The question which this paper poses for resolution is: What are the relationships (if any) existing between job satisfaction, on the one hand, and occupation, on the other? The answer to this query is significant for two reasons: (1) the existence of relationships raises fundamental issues for consideration and (2) if no relationships exist; it is futile to continue down this road of inquiry. The techniques used in the study to assess employee satisfactions in a large, modern university library consisted of a series of formal and informal presentations followed by a Job Descriptive Index (JDI) questionnaire. The employees were requested to answer the JDI on a confidential basis. The occupational categories (professional library assistant, professional, administrator, clerical) constitute the stratification principle upon which the data were structured. It was found that, overall, the professional library assistant enjoys her work most. Next, in overall satisfaction, is the professional librarian. The clerical employee enjoys her work least. Possible reasons for these findings are discussed. (Related studies are: LI003816 through 003818 and LI003820 and 003821.) (Author/NH)

ED066183 LI003818

THE MULTIDIMENSIONAL NATURE OF JOB SATISFACTION IN ON-GOING ORGANIZATIONS.

Vaughn, William J.; Dunn, J. D.

Spons Agency-North Texas State Univ., Denton.

Pub Date 72 Note-31p.;(0 References); This is the third of a series of articles reporting results of the North Texas University Research Studies in Job Satisfaction

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Employee Attitudes/ *Hypothesis Testing/ Industrial Relations/ *Job Satisfaction/ Librarians/ Libraries/ Management/ *Measurement Techniques/ *Research/ *University Libraries/ Work Environment

Identifiers-JDI/ Job Descriptive Index/ *Null Hypothesis/ On Going Organizations

Scientific investigation begins with the null hypothesis which states that there is no relationship between sets of phenomena or sets of variables. This hypothesis is based on the philosophical and physical principle that there is a tendency toward disorder in the universe. This is also commonly referred to as the law of entropy. In order to impose system and order upon the chaotic sequences of events in the managerial universe, methods of analysis must be discovered which accept the null hypothesis but also recognize the concomitant existence of the alternate hypothesis which states that there is a relationship between sets of phenomena. In the spring of 1972, job satisfaction in a large modern library was surveyed. The purpose of the study was to discover whether regular patterns of dispersion did exist in the library. The validity of the null hypothesis was assumed but the alternate hypothesis was not excluded. It was found that certain relationships did exist and statistical implications of the data appeared to nullify the broad premises of the null hypothesis. (Related studies are: LI003816, 003817 and LI003819 through 003821). (Author/NH)

ED066182 LI003817

A CONCEPTUAL FRAMEWORK FOR MONITORING JOB SATISFACTIONS IN ON-GOING ORGANIZATIONS.

Vaughn, William J.; Dunn, J. D.

Spons Agency-North Texas State Univ., Denton.

Pub Date 72 Note-18p.;(0 References); This is the second of a series of articles reporting results of the North Texas State University Research Studies in Job Satisfaction

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Employee Attitudes/ *Job Satisfaction/ Management/ *Measurement Techniques/ Models/ *Research/ *Work Environment

Identifiers-JDI/ *Job Descriptive Index/ *On Going Organizations

One instrument, the Job Descriptive Index (JDI), used for indexing job satisfaction is described in this paper. The techniques for analyzing and using the data collected by administering this instrument are also presented. The JDI measures job satisfaction in the areas of pay, promotion, supervision, work, and people on the job. This paper includes: (1) the criteria for selecting an instrument for measuring job satisfaction, (2) a heuristic model for determining job attitudes, (3) a heuristic model for measuring employee attitudes, (4) a model illustrating actual employee attitudes in a specific organization and (5) an illustration of the dynamic nature of individual employee's feelings about his job. (Related studies are: LI003816 and LI003818 through 003821). (Author/NH)

ED066181 LI003816

A MODEL FOR CONDUCTING JOB SATISFACTION RESEARCH IN ON-GOING ORGANIZATIONS.

Vaughn, William J.; Dunn, J. D.

Spons Agency-North Texas State Univ., Denton.

Pub Date 72 Note-37p.;(0 References); This is the first of a series of articles reporting results of the North Texas State University Research Studies in Job Satisfaction

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Employee Attitudes/ Industrial Relations/ *Job Satisfaction/ Librarians/ Libraries/ Management/ *Measurement Techniques/ Models/ *Research/ *University Libraries/ *Work Environment

Identifiers-Interuniversity Council/ IUC/ JDI/ *Job Descriptive Index/ On Going Organizations

Job satisfaction is the feeling an employee has about his pay, his work, his promotion opportunities, his coworkers, and his supervisor. The model for conducting job satisfaction research suggested in this study gives specific attention to: (1) how job satisfaction can be measured; (2) the major pitfalls likely to be encountered by those who conduct such research and (3) how job satisfaction data can be obtained, analyzed and interpreted by management. The universe of this study was comprised of six libraries of the Interuniversity Council

(IUC). The Job Descriptive Index (JDI) was used to measure job satisfaction in the areas of pay, promotion, supervision, work, and people on the job. The ultimate goal of job satisfaction research is two-fold: (1) to increase the understanding of employees and their supervisors in regard to the reasons underlying current management policies and practices and (2) to increase long-term understanding of the meanings and implications for managerial policy and practice of basic research in the field of job satisfaction. (Related studies are: LI003817 through 003821). (Author/NH)

1971 Publication Dates

ED067[illegible] VT016772

NATIONAL STUDY OF SOCIAL WELFARE AND REHABILITATION WORKERS, WORK, AND ORGANIZATIONAL CONTEXTS. RESEARCH REPORT NO. 1: OVERVIEW STUDY OF THE DYNAMICS OF WORKER JOB MOBILITY.

Social and Rehabilitation Service (DHEW), Washington, D.C.

Report No.-SRS-72-05401

Pub Date Nov 71 Note-189p.

Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (1760-0104, $1.75)

EDRS Price MF-$0.65 HC-$6.58

Descriptors-Employment Opportunities/ Interviews/ Job Satisfaction/ *Manpower Needs/ Occupational Aspiration/ Occupational Choice/ *Occupational Mobility/ *Organizational Climate/ Rehabilitation/ Social Welfare/ *Social Workers/ *Work Attitudes

The goals of this study were to review what is known about worker job mobility in the social welfare and rehabilitation services fields, to organize this knowledge, and to suggest improvements in career design and employee management in these fields. To supplement the review of research and theoretical literature, two sets of personal interviews were conducted. First, the "expert informants" interviews with 28 educators, public officials, and agency directors collected data on impressions of and experiences with worker job mobility. Second, the "critical incidents" interviews with 40 direct service workers and first-line supervisors concerned their job entry factors and incidents when they changed jobs or contemplated job changes. Recommendations for action drawn from the literature and from the limited field investigation are presented in relation to initial job entry, job turnover, and internal mobility. The first publication in this national study is available as ED 057 198. (MF)

ED060219 VT014893

RECRUITING, PLACING, AND RETAINING THE HARD-TO-EMPLOY. A STUDY OF FACTORS INFLUENCING THE RETENTION OF PARTICIPANTS IN A CONCENTRATED EMPLOYMENT PROGRAM AND IN THEIR SUBSEQUENT EMPLOYMENT.

Lewis, Morgan V.; And Others

Pennsylvania State Univ., University Park. Inst. for Research on Human Resources.

Spons Agency-Manpower Administration (DOL), Washington, D.C.

Pub Date Oct 71 Note-369p.

Available from-Institute for Research on Human Resources, The Pennsylvania State University, 407 Kern Graduate Building, University Park, Pa. 16802 ($4.00)

EDRS Price MF-$0.65 HC-$13.16

Descriptors-*Culturally Disadvantaged/ Dropout Attitudes/ Economic Climate/ *Employment Programs/ *Federal Programs/ Followup Studies/ Job Placement/ Labor Market/ Negro Youth/ Participant Satisfaction/ Poverty Programs/ Recruitment/ Unemployed/ *Work Attitudes

Identifiers-CEP/ *Concentrated Employment Program/ Hard Core Unemployment

Members of the target population that came in contact with the Concentrated Employment Program (CEP) in Columbus, Ohio were studied. Virtually all were black and most were young males. Their employment histories fit the "hard-core unemployed" label, but their attitudes did not match this discouraged and alienated stereotype. Many were unemployed prior to CEP because they were unwilling to accept the menial jobs available to them. While attitudes toward the Columbus CEP were generally favorable, the effectiveness of the program was dependent primarily on the quality of jobs it could make available. The quality of jobs was defined mainly by the wages they paid. Actual and potential participants lost interest when they felt that CEP could not provide jobs that were any better than those they could get on their own. Retaining jobs following CEP was associated with receiving wage increases, being female, and being referred directly to jobs, rather than attending the orientation-to-work program. (Author)

ED055207 VT013921

MODIFYING DISADVANTAGED STUDENTS' PERCEPTIONS OF OFFICE WORK. FINAL REPORT.

Huffman, Harry; And Others

Ohio State Univ., Columbus. Center for Vocational and Technical Education.

Spons Agency-National Center for Educational Research and Development (DHEW/OE), Washington, D.C.

Report No.-R-D-Ser-51 Bureau No.-BR-7-0158

Grant-OEG-3-7-000158-2037

Pub Date Aug 71 Note-96p.

Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (Stock number 1780-0846, $1.00)

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Business Education/ Changing Attitudes/ Curriculum Development/ *Disadvantaged Youth/ Instructional Materials/ Models/ *Office Occupations Education/ *Perception/ Program Development/ Questionnaires/ Rural Youth/ Student Needs/ Teacher Education/ Teaching Methods/ Urban Youth/ Vocational Education/ *Work Attitudes

Identifiers-BOOST/ Business and Office Occupations Student Training

BOOST, Business and Office Occupations Student Training, is a research and development project devoted to the improvement of programs in office occupations for disadvantaged students. The project was designed to discover the perceptions of disadvantaged students concerning office work and to develop a program for modifying those perceptions that might prevent the students from wanting to prepare for office occupations. It also encompassed the development of methods and materials for use in teacher education programs for preparing teachers of the disadvantaged. The four phases of the study were: (1) Identifying Student Perceptions, (2) Development of Methods and Materials, (3) Tryout and Evaluation of BOOST Materials, and (4)

Development of Teacher Education Programs for Teachers of the Disadvantaged. Conclusions based on the findings of the study included: (1) There are apparently no national indexes of perceptions of office work, (2) Teachers generally have only limited opportunity to change perceptions of disadvantaged students, and (3) Clinical experiences appear to be the best vehicle to change perceptions of teachers about the disadvantaged. (Author/JS)

ED059362 VT014409

AN EXEMPLARY PROGRAM FOR OCCUPATIONAL PREPARATION. INTERIM REPORT.

Young, William G.

New Orleans Public Schools, La.

Spons Agency-Bureau of Adult, Vocational , and Technical Education (DHEW/OE), Washington, D.C.

Contract-OEC-0-70-4783(361)

Pub Date Jul 71 Note-95p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Adult Education/ *Career Education/ Disadvantaged Youth/ Educational Innovation/ Job Training/ Occupational Guidance/ Potential Dropouts/ *Program Evaluation/ Student Attitudes/ *Vocational Counseling/ *Vocational Education/ *Work Attitudes

Identifiers-Occupational Awareness/ Occupational Exploration

All levels of community education were included in this occupational preparation program. Elementary school emphasis was on field trips, curriculums geared to occupational choice, and development of realistic attitudes toward work. Middle school emphasis was on curriculum dealing with occupational information and guidance, and included semi-skilled training for coveraged and dropout-prone students to enable them to obtain part-time after-school and summer jobs. Instruction at senior high school level combined on-the-job training or realistic simulated employment experience with vocational guidance and job placement services. Adults, including out-of-school youth, were taught marketable skills. The program was very successful on the elementary level as measured by pretest and posttest measures of attitude toward work. Other levels were more difficult to evaluate at this stage, although vocational counseling was very well received at the senior level and enrollment in adult courses indicated community interest. Recommendations included: (1) greater efforts to enlist community support, (2) inservice training in vocational information for teachers, and (3) objective questionnaires to measure the influence of the program. (CD)

ED055201 VT013093
WORK AND NON-WORK: INSTITUTIONAL PERSPECTIVES.
Dubin, Robert
California Univ., Irvine. Graduate School of Administration.
Spons Agency-Office of Naval Research, Washington, D.C. Personnel and Training Research Programs Office.
Pub Date 15 Jul 71 Note-45p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Comparative Analysis/ Family Role/ Industrial Technology / *Institutions/ *Leisure Time/ *Models/ Occupations/ Social Agencies/ *Social Change/ Social Organizations/ *Work Attitudes/ Work Environment
Identifiers-Work Organizations
What impact do the institutions of society have on work? To answer this question a distinction was drawn between two models of social institutions, contrasting their characteristics and pointing out the implication of each model for an understanding of work and the production institution. It was concluded that the "multi-equal" model of social institutions provides a more adequate picture of industrial societies. This document sets forth the analytical grounds for developing the "multi-equal" model as well as implications for work that may be drawn from this model. Predictions are made regarding the relations between institutions and work in the future. (Author/JS)

ED051517 CG006448
EMPLOYMENT AND OTHER OUTCOMES AFTER A VOCATIONAL PROGRAM IN A REHABILITATION CENTER. MILWAUKEE MEDIA FOR REHABILITATION RESEARCH REPORTS, NUMBER 11.
Overs, Robert P.
Curative Workshop of Milwaukee, Wis. Research Dept.; Wisconsin Univ., Milwaukee.
Spons Agency-Junior League of Milwaukee, Wis.; Wisconsin Div. of Vocational Rehabilitation, Madison.
Pub Date Jun 71 Note-158p.
EDRS Price MF-$0.65 HC-$6.58
Descriptors-Employment Level/ *Employment Patterns/ Employment Practices/ Employment Problems/ Employment Qualifications/ *Followup Studies/ *Job Satisfaction/ *Participant Characteristics/ Physically Handicapped/ Rehabilitation/ Vocational Education/ *Vocational Rehabilitation/ Vocational Retraining
This is a structured interview study of a 20% random sample consisting of 149 clients interviewed a year after leaving a rehabilitation center vocational program. Employment outcome is related to age, marital status, impairments, education, race, social class, program completion, attendance and punctuality. Clients' occupational distribution in the work force and a data-people-things analysis of positions held are presented. Numerous other data are described: (1) client job hunting methods; (2) job satisfaction; (3) reasons for leaving employment; (4) living arrangements; (5) sources of income; (6) support and dependency patterns; and (7) avocational participation and evaluation of rehabilitation services. A quantitative summary of 76 followup studies is included, as are tables and an extensive bibliography. (Author/TL)

ED063541 CG007135
OCCUPATIONS: VALUES AND SURVIVAL.
Thal-Larsen, Margaret
California Univ., Berkeley. Dept. of Industrial Engineering and Operations Research.
Pub Date 8 May 71 Note-18p.; Paper presented at NCVGA Annual Spring Conference in May, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Career Education/ Community Surveys/ Conference Reports / Employment Patterns/ Employment Trends/ Job Market/ Labor Force/ *Labor Market/ Labor Supply/ Occupational Aspiration/ Occupational Guidance/ *Occupational Information/ Occupational Surveys/ *Vocational Interests/ *Work Attitudes
In a speech presented before the 1971 Annual Spring Conference of the NCVGA, the speaker addressed herself to a discussion of some of the major findings of the Bay Area Labor Market Project, begun in 1966 at the University of California in Berkeley, and intended to explore the functioning of a large metropolitan labor market, the relationship between various participants and the interactions between various labor market practices and policies. Some findings were that while the employment level in the Bay Area had grown enormously during the sixties, the labor force had grown younger, presenting problems of supervision and "employability". Agency managers as well as school counselors felt that neither their staffs nor potential employees had sufficient knowledge of the local labor market. In response to this situation a study of the "Requirements and Design of a Comprehensive Labor Market Information System for a Large Metropolitan Labor Market Area" was begun. An outline of this project was presented with a report of some results of the programs early stages. (BW)

ED054466 CG006570
A NEW LOOK AT WORK, PLAY AND JOB SATISFACTION.
Day, H. I.
Pub Date 31 May 71 Note-18p.; Speech given before Canadian Guidance and Counselling Association Convention, Toronto, May 30 - June 2, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Career Planning/ *Employment/ Individual Characteristics / Job Analysis/ *Job Placement/ *Job Satisfaction/ Leisure Time/ *Motivation/ Need Gratification/ Occupational Guidance/ Occupational Information/ *Vocational Counseling
A great deal of literature concerning work, play and job satisfaction is summarized and integrated. The author discusses a number of different conceptions of what work actually is and concludes that, according to all definitions, work is an instrumental activity with only extrinsic satisfactions. It is his contention, however, that work may have intrinsically rewarding aspects. Play is viewed very

broadly as: (1) intrinsically rewarding; (2) an activity which includes information search, skill training, and repetitious practice; and (3) a form of learning and rehearsal. The author prefers not to see work and play as mutually exclusive activities, but to view them as complementary components of all activities. On this basis, a model for vocational counseling is proposed, which seeks to evaluate jobs on the relative degrees of extrinsic and intrinsic satisfaction which they can provide, and to determine which individuals would "fit" with what kinds of jobs, utilizing the extrinsic/intrinsic satisfaction dimensions. (TL)

ED062719 EA004303

EXTERNAL AND INTERNAL MOTIVATIONAL FACTORS AFFECTING THE JOINING AND STAYING PROCESS WITHIN ORGANIZATIONS. AN OCCASIONAL REPORT.

Spaulding, Lloyd F.; Scott, W. Wayne

South Carolina State Committee for Technical Education, Columbia.

Pub Date Apr 71 Note-13p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Job Satisfaction/ *Job Tenure/ Literature Reviews/ Occupational Mobility/ *Organizations (Groups)/ Participation/ *Psychological Needs/ *Research Proposals/ Voluntary Agencies

The authors propose research to test the hypotheses that external or basic factors influence the joining process in organizations, and that internal psychological factors are major determinants of the staying process. They hypothesize that pay, company policy, peer relationships, and working conditions are basic motivators external to the individual and act to attract a worker to a job or push him out of one. Internal psychological factors, such as favorable climate, permissiveness, challenge, and equity, are factors that influence job satisfaction and serve as staying motivators. (RA)

ED057493 CG006823

A STEPWISE DISCRIMINANT ANALYSIS OF JOB SATISFACTION AND GROUP COHESIVENESS OF BIRACIAL BLUE AND WHITE COLLAR WORKERS.

Milutinovich, Jugoslav S.; And Others

Temple Univ., Philadelphia, Pa.

Pub Date 16 Apr 71 Note-12p.; Paper presented at the 42nd Annual Meeting of the Eastern Psychological Association, 16 April 1971

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Blue Collar Occupations/ *Cultural Factors/ Employment Potential/ *Group Unity/ *Job Satisfaction/ *Leadership Styles/ Organizational Climate/ *Race Influences/ Racial Factors/ White Collar Occupations/ Work Attitudes

The authors investigated differences in the job satisfaction and group cohesiveness of blue-collar and white-collar workers under participative and authoritative leadership styles for Negroes and whites. The Job Descriptive Index, Seashore's measure of group cohesiveness, and Likert's "Profile of Organizational Characteristics" were used. Some findings were: (1) both races had higher job satisfaction with work, supervision, co-workers, pay, and promotion under participative than under authoritative leadership style; (2) the more participative the leadership style the higher group cohesiveness; (3) there is substantially high correlation between supervisory style and group cohesiveness; (4) the highest correlation was between leadership style and job satisfaction with supervision and between group cohesiveness and co-workers; (5) the most powerful discriminant variable between Negro and white blue-collar and white-collar workers was followed by promotion, supervision, and group cohesiveness; (6) race tends to have limited influence on the job satisfaction of workers, but the study showed greater differences between Negroes and whites in relation to their jobs; and (7) in general there was substantial positive correlation between determinants of job satisfaction, leadership style, and group cohesiveness. (Author)

ED051518 CG006450

SKILL LEVEL AS A FACTOR IN THE RELATIONSHIP BETWEEN WORKER SATISFACTION AND WORKER PERFORMANCE.

Warner, Dennis A.; Warner, Stephen J.
Washington State Univ., Pullman.

Pub Date 9 Apr 71 Note-8p.; Paper presented at the Southern Society for Philosophy and Psychology in Athens, Georgia, April 8-10, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Job Satisfaction/ *Job Skills/ Need Gratification/ Operant Conditioning/ Performance/ *Performance Factors/ *Reinforcement/ Vocational Adjustment/ *Work Attitudes/ Work Environment/ Work Experience

Thirty-three adult male employees at a chemical plant completed a Worker Opinion Questionnaire (WOQ) designed to yield a measure of worker satisfaction. The quality of their job performance was obtained by means of supervisor ratings. Eighteen of the subjects were involved in "skilled labor and fifteen in "unskilled" labor. It was hypothesized that the relationship between satisfaction and performance would be significantly different for the two groups. The mean WOQ scores for the two groups did not differ significantly, nor did the mean performance ratings. The Pearson product-moment coefficients of correlation between performance ratings and WOQ scores were significantly different. The authors offer a reformulation of their original hypothesis based on an operant behavior model. (Authors/TL)

ED050419 CG006426
BUT THE GOAL IS VOCATIONAL SATISFACTION AND COMPETENCE!
Morrison, Edward J.
American Personnel and Guidance Association, Washington, D.C.; Ohio State Univ., Columbus. Center for Vocational and Technical Education.
Pub Date 6 Apr 71 Note-8p.; Paper presented at the American Personnel and Guidance Association Convention in Atlantic City, New Jersey, April 4-8, 1971
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Educational Objectives/ *Job Satisfaction/ *Job Skills/ Measurement/ Measurement Goals/ *Measurement Techniques/ Research Criteria/ *Vocational Education/ Vocational Interests
The National Assessment of Educational Progress's efforts to measure progress toward a commonly accepted educational goal - vocational satisfaction and competence - are discussed. The attempt to operationalize the goal resulted in a set of capabilities prerequisite to the ultimate goal attainment. The difficulties with this "general" set are considered, one of which is that it does not assess capabilities specific to any given occupation. Such a task is viewed as overwhelming, necessary, but not susceptible to immediate solution. The remainder of the paper elaborates some possible interim assessment procedures. The author concludes that the assessment of vocational education to date has been ambitious and rigorous and that the difficulties inherent in the process are now exposed. (TL)

ED047155 24 VT012619
HIGH SCHOOL SENIOR GIRLS AND THE WORLD OF WORK: OCCUPATIONAL KNOWLEDGE, ATTITUDES, AND PLANS.
Lee, Sylvia L.; And Others
Ohio State Univ., Columbus. Center for Vocational and Technical Education.
Spons Agency-Office of Education (DHEW), Washington, D.C. Bureau of Research.
Report No.-R&D-Ser-42
Pub Date Jan 71 Note-56p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Career Planning/ Correlation/ *Educational Objectives/ *Females/ High School Students/ Individual Characteristics/ *Occupational Aspiration/ Occupational Information/ School Size/ Seniors/ *Socioeconomic Influences/ *Work Attitudes
Identifiers-*World of Work
In an effort to provide educational planners and counselors with information related to the educational and vocational needs of girls, this study of the plans, aspirations, and work knowledge and attitudes of female high school seniors analyzes the effects of community size, type of school, and social status. A questionnaire was administered to 365 senior girls from six vocational, comprehensive, and general

academic schools in Michigan, Kentucky, and Ohio. Questions were included on work attitudes, work knowledge, and personal and family characteristics. Analysis of variance and an intercorrelation matrix were used to determine interrelationships between variables. The results show that social status and community size have positive effects on knowledge and negative effects on plans for full time work. Vocational school girls showed more interest in financial rewards of work and in early marriage than did graduates of other types of schools. Recommendations for further research and for possible changes in educational programs are made. The findings of this study will be used to develop a curriculum unit, "Planning Ahead for the World of Work," designed to assist girls in preparing more adequately for their probable futures. (BH)

ED061441 VT014968

DISADVANTAGED AND NON-DISADVANTAGED URBAN HIGH SCHOOL STUDENTS' PERCEPTIONS OF WORK WITHIN GENERAL MERCHANDISE RETAIL DEPARTMENT STORES.

Bennett, James Gordon, Jr.

Council for Distributive Teacher Education.; Rutgers, The State Univ., New Brunswick, N.J. Dept. of Vocational-Technical Education.

Report No.-CDTE-Prof-Bull-Ser-23

Pub Date 71 Note-105p.

EDRS Price MF-$0.65 HC-$6.58

Descriptors-Affluent Youth/ Career Planning/ *Disadvantaged Youth/ *Distributive Education/ Educational Needs/ Occupational Aspiration/ Occupational Information/ Perception/ Research Projects/ *Student Opinion/ *Urban Youth/ Vocational Counseling/ *Work Attitudes

This study identifies the perceptions of urban disadvantaged 10th grade students toward employment in distributive education occupations within general merchandise department stores, and compares these perceptions with those held by urban 10th grade students not considered disadvantaged and with those already employed in department stores. Based on analysis of data collected, it was revealed that there are significant differences in perceptions held by students and by workers toward employment in distributive occupations within general merchandise department stores. The study further revealed that the poor work perceptions of youth are a contributing factor to low enrollments in the vocational distributive education programs. Recommendations include the need for: (1) occupational information programs, (2) field trips, (3) basic business courses and junior high school exploratory programs, and (4) the realization among teacher coordinators that disadvantaged students prefer work to welfare. The full dissertation on which this is based is available as ED 033 209. (JS)

ED052367 VT013539
THE RELATION OF SAMPLE DEMOGRAPHIC CHARACTERISTICS TO JOB SATISFACTION.
Jury, Philip A.; And Others
Minnesota Univ., Minneapolis. Industrial Relations Center.
Spons Agency-Office of Naval Research, Washington, D.C. Personnel and Training Research Programs Office.
Pub Date 71 Note-26p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Business/ Demography/ Educational Background/ *Employee Attitudes/ Factor Analysis/ *Job Satisfaction/ Job Tenure/ *Management / Measurement Techniques/ *Organizations (Groups)/ Sex Differences
In order to examine the effects of such demographic characteristics as sex, age, education, occupational tenure and status, company and job tenure and management level on job satisfaction, the responses of 1,139 exempt employees in six companies to 28 satisfaction scales were factor analyzed. In comparing the factor structures for the various demographic groupings, patterns of scale loadings across groupings were emphasized. It was expected that some factors would be common for all demographic groupings of employees, while other factors would vary in their patterns of scale loadings. The resulting factor structures showed that factors related to compensation and personal progress and development work aspects had very similar scale loadings for all groupings of employees. However, the two remaining factors that dealt with superior-subordinate interactions and the context of the organization were perceived differently among the demographic groupings. Thus the conclusion of the study was that demographic characteristics reflected a difference in the perception of organizational-related variables but not in the perception of individual-related variables for job satisfaction. (Author)

ED052336 VT013347
DETERMINANTS OF GLOBAL SATISFACTION: ORGANIZATIONAL DIFFERENCES.
Nezzer, Mildred; And Others
Minnesota Univ., Minneapolis. Industrial Relations Center.
Spons Agency-Office of Naval Research, Washington, D.C. Personnel and Training Research Programs Office.
Pub Date 71 Note-22p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Business/ *Employee Attitudes/ *Employment Opportunities / Factor Analysis/ *Job Satisfaction/ *Management/ Measurement Instruments/ Measurement Techniques/ Models/ Multiple Regression Analysis/ *Organizations (Groups)/ Research Methodology
To identify the determinants of satisfaction for managers, a Decremental Stepwise Multiple Regression analysis was run on the exempt employees in five companies. There were 27 predictor variables,

each reflecting satisfaction with some specific aspect of work. The variable to be predicted was global satisfaction. It was expected that the determinants would vary from company to company because the company situations are different and the determinants would reflect the particular situations. The resulting individual company regression models did show differences even though these five companies were members of the same corporation. The results of this study do not explain why there are differences or what effects manipulation of the determinants would have; these questions require further study. The method, however, does describe the factors accounting for global satisfaction for particular companies. The method is generalizable and can be used as a followup measure of change resulting from experimental manipulations of the determinants. (Author)

1970 Publication Dates

ED067495 VT016715
SURVEY OF WORKING CONDITIONS. FINAL REPORT ON UNIVARIATE AND BIVARIATE TABLES.
Michigan Univ., Ann Arbor. Survey Research Center.
Spons Agency-Department of Labor, Washington, D. C. Employment Standards Administration.
Pub Date Nov 70 Note-502p.
Available from-Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (2916-0001, $3.50)
EDRS Price MF-$0.65 HC-$19.74
Descriptors-Health/ Income/ *Industrial Relations/ Interpersonal Relationship/ *Job Satisfaction/ *Labor Conditions/ *Labor Problems/ Labor Standards/ Measurement Techniques/ *National Surveys/ Safety/ Tables (Data)/ Work Environment
A nationwide survey of employed persons was conducted to provide information on labor standards problems, assess the impact of working conditions on workers, develop job satisfaction measures, and establish statistics for similar data collections. The survey revealed that the majority of workers expressed satisfaction with their jobs but they also identified problems in labor standards areas, principally those involving health, safety, and income. But even more than these traditional labor standards areas, workers considered problems of job content and work relationships to be of major importance. Two job satisfaction measures suitable for use in surveys of workers in heterogeneous occupations were developed, Jobsat '70 and Content Free Job Satisfaction. Determination of their validity will depend on future use. There was not necessarily a high correlation between work-related problems and job satisfaction. Results of the survey are presented in detailed statistical tabulations, with narrative data to highlight the problems reported by workers and to describe measures employed in the analysis. (MF)

ED043045 CG005805
JOB FACTORS, ATTITUDES AND PREFERENCES AFFECTING THE RELATIVE ADVANCEMENT AND TURNOVER OF MEN AND WOMEN IN FEDERAL CAREERS.
Maslow, Albert P.
American Psychological Association, Washington, D.C.; Civil Service Commission, Washington, D.C.
Pub Date 3 Sep 70 Note-11p.; Paper presented at the American Psychological Association Convention, Miami Beach, Florida, September 3-8, 1970
EDRS Price MF-$0.65 HC-$3.29
Descriptors-*Attitudes/ *Career Change/ Employee Attitudes/ Employment/ *Employment Patterns/ Employment Trends/ Females/ *Job Satisfaction/ Job Skills/ Males/ *Promotion (Occupational)/ Sex Differences

This report discusses the job factors, attitudes and preferences affecting the relative advancement and turnover of men and women in federal careers. The study of advancement utilized the responses of 11,000 men and 15,000 women. Findings included that women were more highly educated, participated as much or more, were older and had more service than men within the same grade. Women and men preferred men supervisors, women did not have as high aspirations as men. Close to 10,000 questionnaires were received for the turnover study. The overall turnover rate for women was consistently higher than for men. Occupation and age had a significant impact on turnover. However, sex differences are greatly reduced when turnover rates are studied within segments of the total group. Another phase of the study concerned work attitudes and expectations. Both men and women agreed on the ideal job aspects and on job satisfaction. (SJ)

ED052389 24 VT013668

RELATIONSHIP OF PROFICIENCY RATINGS AND PERSONALITY TRAITS TO JOB SUCCESS OF STENOGRAPHIC AND SECRETARIAL SCIENCE GRADUATES. FINAL REPORT.

Rothwell, Wade D.; Baker, Richard A.

Auburn Univ., Ala. Dept. of Vocational and Adult Education.

Spons Agency-Office of Education (DHEW), Washington, D.C. Bureau of Research.

Bureau No.-BR-9-D-014

Grant-OEG-4-9-100014-0020-057

Pub Date Jul 70 Note-37p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Achievement/ Business Education/ Employer Attitudes/ *Individual Characteristics/ *Job Satisfaction/ Personality Assessment/ Post Secondary Education/ *Predictive Measurement/ Prognostic Tests/ Secretaries/ *Stenographers/ Stenography/ *Vocational Adjustment

To determine whether achievement on selected stenographic and personality tests is a predictive measure of job success when the employee is evaluated using the Minnesota Satisfactoriness Scales as a method of measuring job performance, this study tested 300 stenographic and secretarial majors in Alabama State technical institutions and junior colleges, and 123 graduates employed as stenographers or secretaries. Using statistical analysis of the data, it was concluded that the National Business Entrance Stenographic Test and four of the 16 personality traits as measured by the 16 P.F. Personality Test are predictors of job success when using the Minnesota Satisfactoriness Scales. To analyse the data, researchers used correlation, analysis of variance, statistical "t", and chi square statistical analysis. (Author)

ED040705 JC700173
JOB SATISFACTIONS AND WORK VALUES FOR WOMEN.
Blai, Boris, Jr.
Harcum Junior Coll., Bryn Mawr, Pa.
Report No.-IRR-70-40
Pub Date Jul 70 Note-15p.
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Career Planning/ Educational Planning/ Guidance Counseling/ *Job Satisfaction/ *Junior Colleges/ Self Actualization/ Surveys/ *Values/ *Work Attitudes/ *Working Women

This survey investigates relationships between the work values of 1,871 women with certain demographic variables in order to provide planning and counseling information for educational and other institutions. The work values--defined by Eyde (1962)--are expressed needs for: dominance-recognition, economic success, independence, interesting activity, mastery-achievement, and social status. Demographic variables linked with work values are marital status, age, educational attainment, current employment status, career pattern, socio-economic status, and field of work. Tabulations comparing work values with the demographic variables indicate that the central reason women work is for mastery-achievement, and that this reason is closely followed by social need fulfillment. Another important work value, one closely associated with social opportunities, is the interest generated by the activity. The value of independence appears relatively moderate compared with the others. On the other hand, the two least important work values indicated were the achievement of dominance or recognition, and economic success. (JO)

ED056193 VTC14084
THE JOB ATTITUDES OF WORKERS FROM DIFFERENT ETHNIC BACKGROUNDS.
Katzell, Raymond A.; And Others
New York Univ., N.Y.
Spons Agency-Department of Labor, Washington, D.C.
Pub Date 30 Jun 70 Note-113p.
Available from-National Technical Information Service, Operations Division, Springfield, Virginia 22151 (PB 194 777, MF $0.95; see catalog for hardcopy price)
EDRS Price MF-$0.65 HC-$6.58
Descriptors-*Blue Collar Occupations/ *Entry Workers/ Job Satisfaction/ Negroes/ Questionnaires/ *Racial Differences/ *Socioeconomic Status/ *Work Attitudes

To help minority group Americans become integrated into our industrial system, organizations need information on differences in job attitudes of white and black male employees, particularly how they perceive and react to supervisors. A pilot study demonstrated the feasibility of the questionnaire method for the target sample and

illuminated the scope of topics to be included. A survey of nearly 500 white and 200 black workers in eight cooperating companies in the northeastern United States yielded the following results: (1) slightly positive job attitudes, (2) somewhat greater satisfaction among black workers on the average, but not for each individual company, (3) higher performance ratings among satisfied employees, (4) greater concern with promotions and the future in general among blacks, and (5) moderate satisfaction with supervision among both blacks and whites. (BH)

ED050266 VT012976

BRIDGING THE GAP, AN INDEPENDENT CASE STUDY.

American Telephone and Telegraph Co., New York, N.Y.; Institute for Educational Development, New York, N.Y.

Pub Date May 70 Note-67p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Dropout Prevention/ *Employee Attitudes/ Inservice Teacher Education/ Instructional Trips/ Noncollege Preparatory Students/ *Occupational Guidance/ School Industry Relationship/ *Student Motivation/ Teacher Workshops/ *Work Attitudes

American Telephone and Telegraph instigated this program to help students discover how their schooling relates to assuming the responsibilities of citizenship, useful careers, earning power, and the possibilities of work that satisfies. The four interrelated objectives are to: (1) help students who are underachievers, (2) break down barriers and bridge the communications gap between students, counselors, teachers, businessmen, and public officials, (3) improve the educational process, and (4) arrange for the cooperation of many businesses and public organizations. Five programs are available to accomplish these objectives: (1) 4-week counselor-teacher summer workshops, (2) 1-day teacher workshops at local businesses, (3) six half-day workshops for students, (4) all-year-long company resource programs, and (5) evening parent workshops. Guidelines for implementation and suggestions for conducting workshops are provided. Materials used for establishing and evaluating workshops which have been conducted are included in the appendix. (RR)

ED045721 TM000237

THE RELATIVE IMPORTANCE OF JOB FACTORS: A NEW MEASUREMENT APPROACH.

Nealey, Stanley M.

Colorado State Univ., Ft. Collins. Dept. of Psychology.

Spons Agency-Office of Naval Research, Washington, D.C. Personnel and Training Branch.

Report No.-TR-1

Pub Date May 70 Note-68p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-Data Collection/ Economic Factors/ *Employee Attitudes/ Factor Structure/ Groups/ Income/ *Job Satisfaction/ *Measurement Techniques/ Morale/ Occupational Choice/ *Personnel Policy/ Personnel Selection/ Productivity/ Rating Scales/ *Research Methodology/ Seamen/ Supervision

This paper reports on a new two-phase measurement technique that permits a direct comparison of the perceived relative importance of economic vs. non-economic factors in a job situation in accounting for personnel retention, the willingness to produce, and job satisfaction. The paired comparison method was used to measure the preferences of 91 enlisted men aboard a U.S. Navy destroyer for seven different job classifications, seven supervisors, and seven groups of co-workers. In a second phase of the study, these three job factors were combined, together with various amounts of pay, to form two-factor composites, e.g. job A and Supervisor B, or work group C and pay D. Ninety-seven enlisted men in the same setting made preference judgments among these composites. Multiple correlation was used to predict preferences for these composites from the job factor scale values obtained in phase one. Using beta weights and coefficients of determination of part correlations as criteria of importance, it appeared that type of work, followed closely by pay, was perceived as highly important in determining reenlistment, production, and job satisfaction. Co-workers and supervision, in that order, were seen as less important. Implications of the method and findings to the formation of personnel policy are considered. (Author)

ED048434 VT011592

AUTONOMY IN WORK. SECOND EDITION.

Barrados, Maria

McGill Univ., Montreal (Quebec). Industrial Relations Centre.

Spons Agency-Canadian Dept. of Regional Economic Expansion, Ottawa (Ontario).

Pub Date Mar 70 Note-54p.

EDRS Price MF-$0.65 HC-$3.29

Descriptors-*Affective Behavior/ Economic Factors/ *Job Satisfaction/ *Job Training/ *Literature Reviews/ Motivation/ *Performance/ Research Reviews (Publications)/ Resource Allocations/ Social Factors

The study gives the findings from a careful review of the available literature on autonomy on the job, its related behavioral responses, and the socioeconomic factors in the background of the worker which vary from low to high autonomy jobs. The document also provides a list of major organizational variables which social scientists have identified as affecting success and performance, and an analysis of how the variables affect behavior. Suggestions are made about the provision of a theoretical abstraction of the variables to make them applicable in diverse organizational contexts. The study is expected to clarify partially some questions relating to talent development, occupational allocation, adaptability of workers, training of workers, worker satisfactions, and performance. Related documents are available as VT 011 591-011 595. (Author/JS)

ED048436 VT011594
WORK ORGANIZATIONS, BEHAVIOUR ATTITUDES. SECOND EDITION.
Ryant, Joseph C.
McGill Univ., Montreal (Quebec). Industrial Relations Centre.
Spons Agency-Canadian Dept. of Regional Economic Expansion, Ottawa (Ontario).
Pub Date Mar 70 Note-200p.
EDRS Price MF-$0.65 HC-$6.58
Descriptors-*Behavior Patterns/ Behavior Standards/ *Job Satisfaction/ Job Training/ *Literature Reviews/ *Manpower Development / Manpower Utilization/ Models/ *Work Attitudes
Hoping to clarify partially some of the questions relating to talent development, occupational allocation, adaptability of workers, training of workers, worker satisfactions and performance, a search of related literature was conducted by dividing the material into five major categories: (1) technology, (2) organizational structure, (3) intrapersonal factors, (4) environmental factors, and (5) interpersonal factors. The results of this study are intended for: (1) classifying employment opportunities as a basis for prescribing compatible jobs for different types of people, (2) classifying the behavior required for survival and success in various job settings, (3) identifying and classifying the variables now operating in educational and resocializing institutions, and (4) specifying models for social systems in training centers. Four related documents are available as VT 011 591-011 595 in this issue. (Author/JS)

ED062498 UDC12379
SOME VARIABLES WHY SO FEW HIGH SCHOOL GRADUATES ATTEND POST-HIGH SCHOOL AREA VOCATIONAL SCHOOLS.
Farning, Max
Pub Date .70. Note-21p.; Part of Ph.D. thesis submitted to the Faculty of the Graduate School, University of Minnesota
EDRS Price MF-$0.65 HC-$3.29
Descriptors-Blue Collar Occupations/ Caucasian Students/ *Educational Attitudes/ *High School Graduates/ Negro Students/ Occupational Choice/ Parent Influence/ Post High School Guidance/ Post Secondary Education/ *Racial Differences/ Student Attitudes/ *Urban Youth/ Vocational Schools/ *Work Attitudes
Identifiers-Minnesota
The purpose of this study was to determine why so few black male high school graduates in the Minneapolis-St. Paul, Minnesota, area attend post-high school area vocational schools. The investigator developed an instrument comprised of ten Likert-type scales and one true-false scale to test for differences between groups of students on their perception of labor unions, area vocational schools, blue collar work, middle-class values, their parents' perception of education,

their friends' perception of education, the concept "education is good," the concept "teachers are good," the concept "counselors are good," and their knowledge about area vocational schools. The subjects were randomly selected from the population of male high school seniors attending two inner city high schools in St. Paul, Minnesota. There were two randomly stratified random samplings: students were randomly selected within the parameters of race and (a) what they expected to be doing the next year, and (b) what they would like to be doing the next year. Analysis of variance, using orthogonal contrasts, was the principal statistical technique used. (Author/JM)

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